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**Dr. Beth
Speaks**



7-Jan-19

WSPY, Your Life Matters, Change in the Workplace

Mike Williams Good Morning and welcome into our weekly feature, **Your Life Matters** with **Clinical Social Worker, Dr. Beth Placketka** from **Safe Harbor Counseling** and **Dr. Beth Speaks**.

Mike Williams Good morning Dr. Beth.

Dr. Beth Placketka Good Morning Mike and Happy New Year!

Mike Williams Happy New Year to you as well and hopefully our listeners over these last couple of weeks if they were in the mindset of making some changes in their lives as we turned to 2019, they learned some good things about some of the pluses and maybe not so much a minus but a bit of an obstacle because it's tough to make changes because our brains are used to routine and the way things have gone. But today we keep on that same topic and tie it into changes at the workplace. So what are we focusing on today?

Dr. Beth Placketka Well, I think we need to remember that life is a series of agreements. We agree as individuals and groups to agree to do certain things that help society in exchange for something else. So we might be police officers or teachers or clergy or doctors or homemaker, and we were getting something of value out of that, either money, prestige, freedom. That's our work. That's who we become. Those are the skills we practice over and over and those are all really good things. But it's important to pay attention along the way because things are changing all the time and if we're not paying attention than we fall behind or feel left out and that's not a good place to be.

Mike Williams No and maybe some reminders too about our bodies and how some of these things work with the brain and everything else especially for those that may have missed our previous shows.

Dr. Beth Placketka Right so we think about our brains they're really designed to make us safe, and they wanted to do it as efficiently as possible so they have these little pathways that are liked like they're called myelinated but it's like Teflon in your brain I think and it just lets those paths operate more easily. So transitions from one type of, for example of technology to another my causes some difficulty for a while or if different procedures are going on those kinds of things are going to start making it difficult for us because our brains automatically go to the old way. We have to build in some time for changes, and we have to have our teams and our administration building some time for those changes.

Mike Williams So how does it all tie into the workplace?

Dr. Beth Placketka When we think about the workplace, we have to remember that we get a lot of value out of what we do and how we do it and that makes our brain think that we're really doing it right. Our behaviors become very automatic so we have to remember to set, I think, a smart goal for ourselves in terms of attention, reflection, and then action. We have to pay attention that things may be changing. There's an interesting book called, this little fable, *Who Moved My Cheese*, and why are things suddenly so different. You could tell that they were coming. We just didn't pay attention. So we need to think about that. We need to think about what are the new laws that are coming up. We need to think about how relationships change with our coworkers if someone is having a bad day or a good day or if they have a new role. They might not be the same way in their interactions toward us. So again we're talking about setting those **SMART** goals. I want to give you a quick reminder. It stands for **Specific, Measurable, Obtainable, Relevant and Timely**. So we are talking about **Specific** in the workplace, it is important to know what you offer and what other people offer in terms of skills. In terms of **Measurable**: Is your skill measureable or does it need to be updated. **Obtainable**: Can you do it? Can you get it done? **Relevant**: It is really important to stop talking about how things use to be unless you're learning a lesson from the past and applying it to the future. The rest of it is just a time killer. And then **Timely**: practice it repeatedly in the present.

Mike Williams We talked too about trying to adjust the brain because it is use to a certain pattern and when we make these changes, it's a little difficult. At the workplace, it's probably even more so because it is where you have more routine more of the same type of day to day set up then in your personal life.

Dr. Beth Placketka Oh exactly, and you are working with groups of people and you spend more time awake at work than any other place, usually. So it is very difficult to make those changes because you're counting on other people to do it as well. That brings me really quickly to the subject of teams that go through cycles naturally. I am a consultant also at Teamclock.com. There's a really good book and I will put it on the website for the listeners where they talk about how teams change over time and how they can move in and out of cycles to benefit everyone.

Mike Williams Teamclock.com. Alright! Yeah! Sounds good. Any final thoughts on our show for today before we wrap things up?

Dr. Beth Placketka You know that my expertise is workplace bullying and my goal is to always prevent it so I think paying attention to the signs of change really help us stay current and allows us to make small changes before things really get out of hand.

Mike Williams We will kind of keep this topic or at least a similar form of this topic up for next week, a little more specific into our lives.

Dr. Beth Placketka Exactly!

Mike Williams Sounds good if you've missed any of previous broadcast you can find them online at safeharboril.com or on Facebook at Dr. Beth Speaks and Safe Harbor Counseling.

Mike Williams Thanks again as always! We will see you next week.

Dr. Beth Placketka Thanks Mike!

Mike Williams That's all the time we have for you today's show remember to submit your questions at safeharboril.com and tune in next week maybe your question will get answered on the show or on a future show with **Your Life Matters** with **Clinical Social Worker, Dr. Beth Placketka** from **Safe Harbor Counseling** and **Dr. Beth Speaks**.

